

SUSTAINABILITY

EXPANSION

DEVELOPMENT

ESG REPORT

For the year 2024

ABOUT AMAKIN

Founded in 1981, Amakin has long been at the forefront of the mobility solutions in Bahrain,

Amakin currently owns and manages a vast portfolio of assets across the Kingdom comprising of Amakin Building, The Terminal, Autospace, Salmaniya Multi-storey Complex, Diplomatic Area Car Park, Bab Al Bahrain 1 & 2 Car Park, Manama Center Car Park, Arad Bay Car Park, Salmaniya Medical Complex, Bahrain Specialist Hospital Amakin Souq and Al Malaki Specialist Hospital with a total number of 9,304 parking lots. Amakin evolved from a traditional brick and mortar car park management company to a mobility integrator which offers products and systems driven by innovative solutions and aims to lead a seamless customer experience and become the preferred mobility partner in the region.

Amakin's growth is not just in scale but in scope, as the company has transitioned from traditional car park management to becoming a comprehensive mobility integrator. By integrating advanced technologies and providing end-to-end mobility solutions, Amakin is reshaping the way people experience transportation and parking in Bahrain. The company is a proud exclusive agent for Scheidt & Bachmann, a global leader in innovative parking solutions and fare collection systems, offering the most advanced, state-of-the-art solutions available in the industry.

Through strategic collaborations and cutting-edge technology, Amakin continues to deliver seamless, efficient, and user-friendly mobility products, aiming to enhance the overall customer experience. The company is committed to driving forward-thinking solutions and maintaining its position as the preferred mobility partner in the region.

Amakin is listed on the Bahrain Bourse, reflecting its strong market presence and ambition for growth. Our purpose is clear: To transform the way people move. By

OUR VISION

To be the preferred mobility integrator in the region.

OUR MISSION

To create a seamless parking ecosystem.

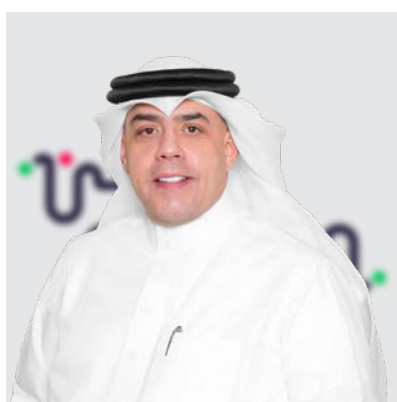
ESG REPORT (Continued)

For the year 2024

2024 Key Highlights

Total Assets (BHD)	Total Revenue (BHD)	Net Profit (BHD)
22,226,817	3,688,240	1,136,331

MESSAGE FROM THE CEO



TARIQ ALI ALJOWDER
Chief Executive Officer

I am pleased to present Amakin's first Sustainability Report, a milestone that reflects our unwavering commitment to shaping a more sustainable future for mobility in Bahrain and beyond. As a pioneering mobility integrator, Amakin has evolved beyond traditional car park management to deliver innovative, customer-centric, and technology-driven solutions that enhance urban mobility.

Our mission to create a seamless parking ecosystem aligns with our vision of becoming the preferred mobility integrator in the region. This report outlines our strategic approach to sustainability, encompassing digital transformation, operational efficiency, and responsible business practices. By embedding sustainability into our core operations, we are not only enhancing customer experiences but also contributing to Bahrain's Vision 2030 and the nation's long-term economic and environmental resilience.

At Amakin, we recognize that sustainable urban mobility is essential for thriving cities. Our initiatives—from the introduction of smart parking solutions and digital payment platforms to our efforts in energy efficiency and community engagement—are designed to reduce congestion, optimize space utilization, and minimize our environmental footprint. Additionally, our investments in workforce development, governance, and social responsibility reaffirm our role as a corporate citizen dedicated to positive impact.

This report is a testament to our progress, but it is also a starting point. As we move forward, we remain committed to transparency, collaboration, and continuous improvement in our sustainability journey. I invite our stakeholders—employees, customers, partners, and the community—to join us in shaping a smarter, greener, and more connected future.

ESG REPORT (Continued)

For the year 2024

ESG APPROACH

Integrating ESG in Business Objectives

At the core of our ESG strategy are the values that shape our actions and decisions. Customer comfort and safety, creating innovative solutions for the future, and fostering collaboration for a better tomorrow form the foundation of our approach to ESG. These principles drive us to uphold the highest ethical standards, champion innovation, and remain dedicated to making a positive impact on society and the environment. ESG has been integral to our strategic vision for several years, and recognizing the mounting challenges posed by climate change, regulatory shifts, workforce dynamics, and changing stakeholder demands, are imperative for our growth. This proactive approach reinforces our dedication to addressing these challenges head-on and ensuring sustained value and resilience.

By aligning our Environmental, Social, and Governance practices with globally recognized standards, we aim to contribute to the achievement of the UN Sustainable Development Goals, while maintaining a strong focus on people, environmental stewardship, and governance throughout all aspects of our operations. This year, our strategic approach is centered around three key pillars: strengthening ESG governance, engaging with our stakeholders, and evaluating the impact of our ESG initiatives. The establishment of our ESG governance will guide our operations in promoting sustainable and ethical practices, ensuring transparency and accountability in everything we do. Through these efforts, our goal is to provide our stakeholders with the data and insights needed to assess our ESG performance in a comprehensive manner.



ESG Governance

Our ESG governance framework has been enhanced through the establishment of clear roles and responsibilities, alignment with regulatory requirements, and the implementation of industry-leading practices. This improved framework will facilitate ongoing assessment, and rigorous monitoring of sustainability initiatives by the Board and management committees.



Stakeholder Engagement & Materiality Assessment

We maintain ongoing dialogue with both internal and external stakeholders to gain insights into their sustainability priorities that may influence our operations and strategy. This enables us to identify significant challenges and develop specific initiatives that effectively meet their demands and expectations.



Outcomes and Impact

Basis the ESG reporting guidelines provided by CBB and Bahrain Bourse, we have set up key performance indicators (KPIs) covering our environmental, social, and governance pillars. Additionally, we have put in place a strong monitoring system to regularly collect data and evaluate our impact. This data, along with disclosures, will be included in our annual ESG report and shared with our stakeholders.

ESG REPORT (Continued)

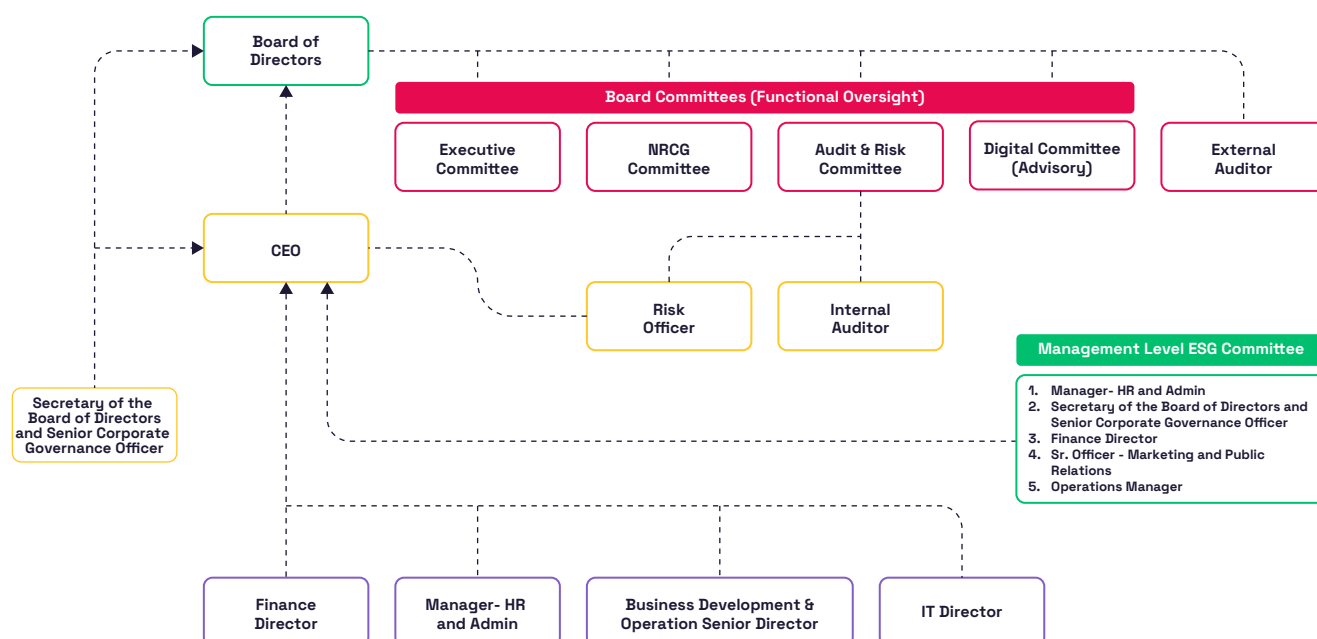
For the year 2024

ESG GOVERNANCE

At the heart of our business operations is a commitment to upholding strong corporate governance principles. Our company thrives on strong leadership, guided by clearly defined policies and procedures, all aligned with our core values and organizational culture. Our Code of Conduct serves as our moral compass, while our comprehensive internal policies and procedures work together to promote effective management, build stakeholder trust, and consistently create long-term value.

Our Environmental, Social, and Governance (ESG) policy, emphasizes our steadfast commitment to supporting both our customers and the communities we serve. To guide our sustainability and ethical practices, we have established a robust ESG governance structure. This framework ensures that decisions are made through informed consultations, aligning our strategic goals with ESG priorities. Led by a management level Committee that includes senior executives and key management personnel from all relevant departments, our strategy implementation is further overseen by a dedicated Board-level Committee. This dual-tiered oversight ensures thorough governance and the successful execution of our ESG initiatives.

ESG Governance Structure



Management-Level Governance

At the board level, Amakin's Nomination Remuneration and Governance Committee (NRGC) plays a pivotal role in overseeing and guiding ESG-related decisions. The Committee ensures that ESG goals are aligned with the Company's long-term strategy and monitors the progress of sustainability initiatives. The Board actively engages in the review and approval of key ESG policies, ensuring that they are integrated into the corporate culture and operations. Regular updates and reports are provided to the Board to maintain oversight and facilitate informed decision-making.

Management-Level Governance

At the management level, the ESG committee is led by the Head of Sustainability and HR and includes key members from all relevant departments (Corporate Governance, Finance, Marketing and Communications, and Operations). Each function is responsible for ensuring that ESG goals are effectively integrated into their respective areas, promoting a culture of responsibility and accountability throughout the organization. The ESG committee reports directly to the CEO and oversight is provided by the NRGC Committee.

ESG REPORT (Continued)

For the year 2024

MATERIALITY ASSESSMENT

Materiality assessment is an effective process to understand which environmental, social, and governance (ESG) factors are most significant to a company's performance and stakeholder interests. We have adopted the below process to identify our focus areas:

1

IDENTIFY

Create a long-list of potential material topics based on industry trends, peer-benchmark and relevant regional guidelines. Identify stakeholder groups (internal and external) to engage with.

2

ENGAGE

Amakin developed materiality survey forms that sent out to key internal and external stakeholders soliciting their opinion on multiple sustainability-related issues.

3

COLLATE

The results of the materiality assessment were consolidated and presented to the Management for review and approval.

4

FINALIZE

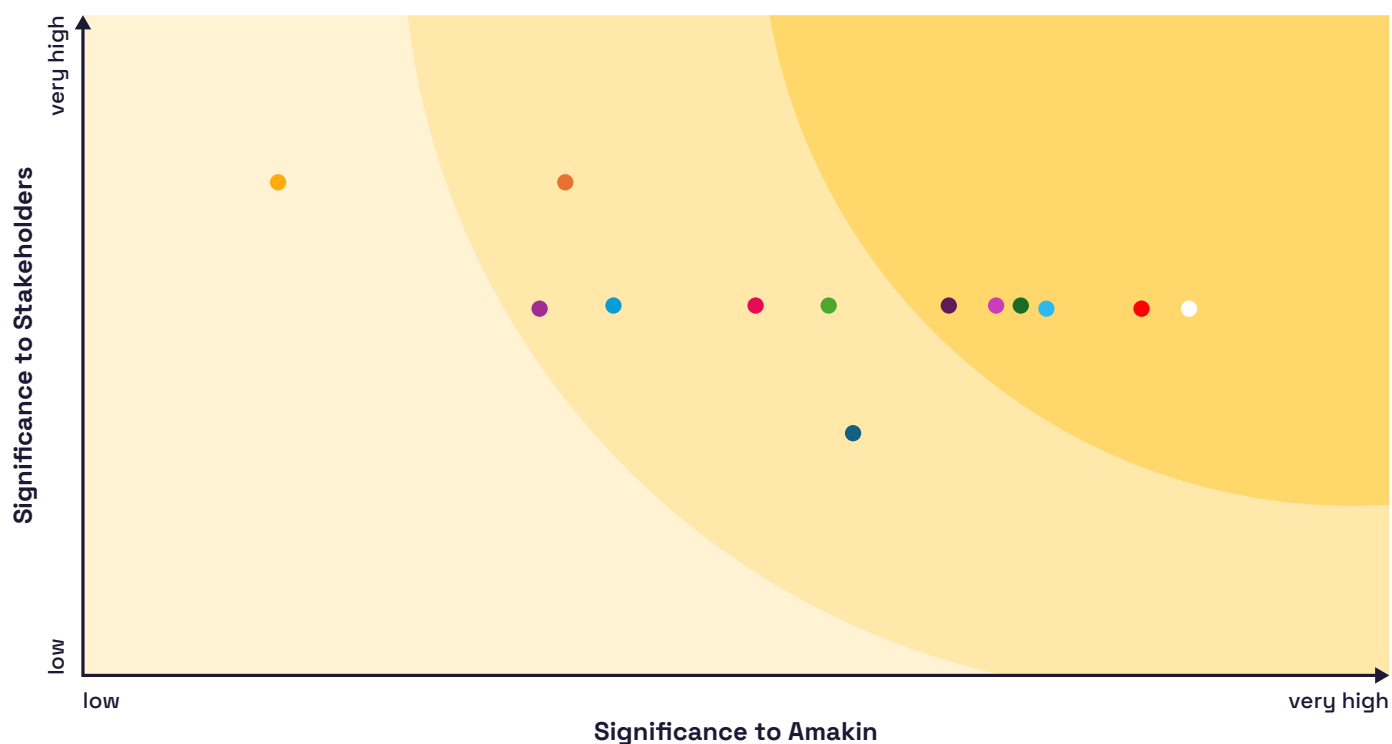
The final list of material topics was reviewed and included in a materiality assessment matrix. These topics were then ranked and visualized to highlight those most important to Amakin.

Based on the materiality assessment and the topic's relevance to Amakin's initiatives, material topics were selected based on interlinking priorities in the 2024 reporting cycle. The materiality assessment will be an ongoing process, with updates reflected accordingly.

ESG REPORT (Continued)

For the year 2024

Materiality Matrix



Low/Medium importance

High importance

Very High importance

Air Pollution

Water Conservation

Climate Risk

Waste Management

Community Development

Training & Development

Business Continuity

Community Development

Energy Consumption

Good Corporate Governance

Workforce Nationalization
Company Reputation

Data Privacy & Cybersecurity
Customer Satisfaction

Supplier's Code of Conduct
Workplace Health & Safety
Ethics & Anti-Corruption

Workforce Diversity, Inclusion, Equality & Fair Play
Human & Labour Rights

ESG REPORT (Continued)

For the year 2024

OVERVIEW OF MATERIALITY RESPONSES

31 total survey respondents



External

07 %



Internal

93 %

Internal & External Stakeholder – Issue Alignment

For each of the Environmental, Social and Governance pillars, the below mapping indicates the topics identified as material for both internal and external stakeholders.

	Internal	External
Environmental	Climate Risk	Climate Risk
	Air Pollution	Air Pollution
	Energy Consumption	Waste Management
Social	Workforce Nationalization	Workforce Nationalization
	Community Development	Community Development
	Workplace health and safety	Workplace health and safety
Governance	Company Reputation	Company Reputation
	Customer Satisfaction	Customer Satisfaction
	Data Privacy and Cyber Security	Data Privacy and Cyber Security

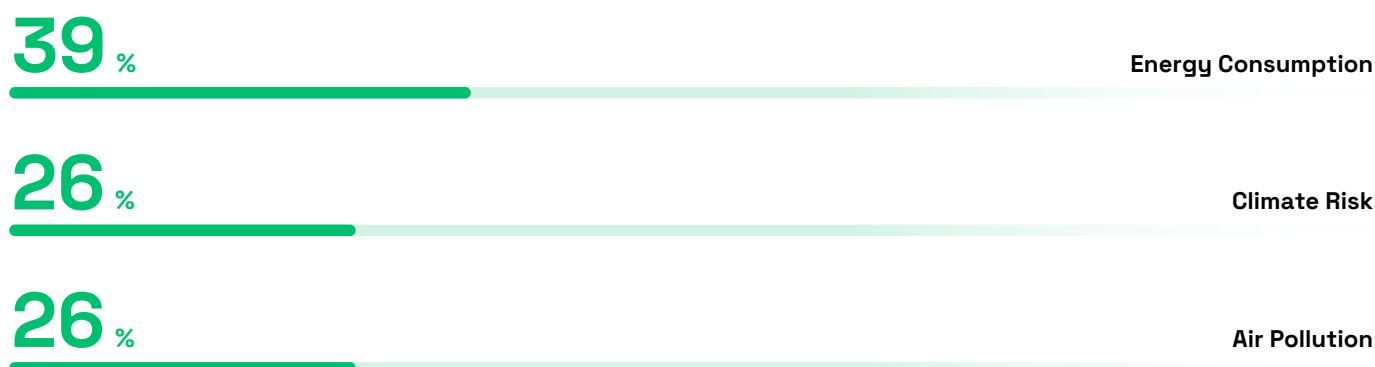
ESG REPORT (Continued)

For the year 2024

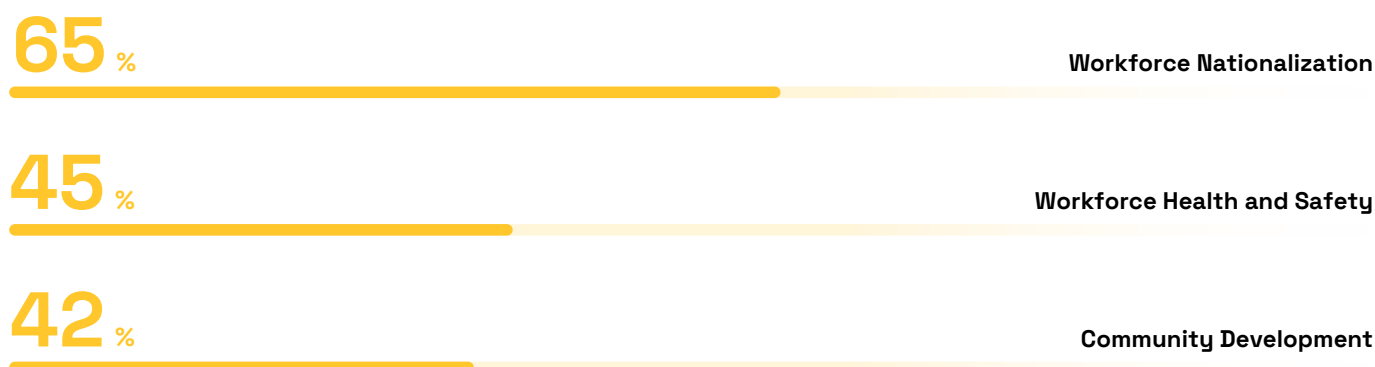
Material Topics By Pillar

The following topics were among the three most important topics under each of the Environmental, Social, and Governance pillar. (Numbers indicate the proportion of the respondents who rated each topic to be of Very High importance.)

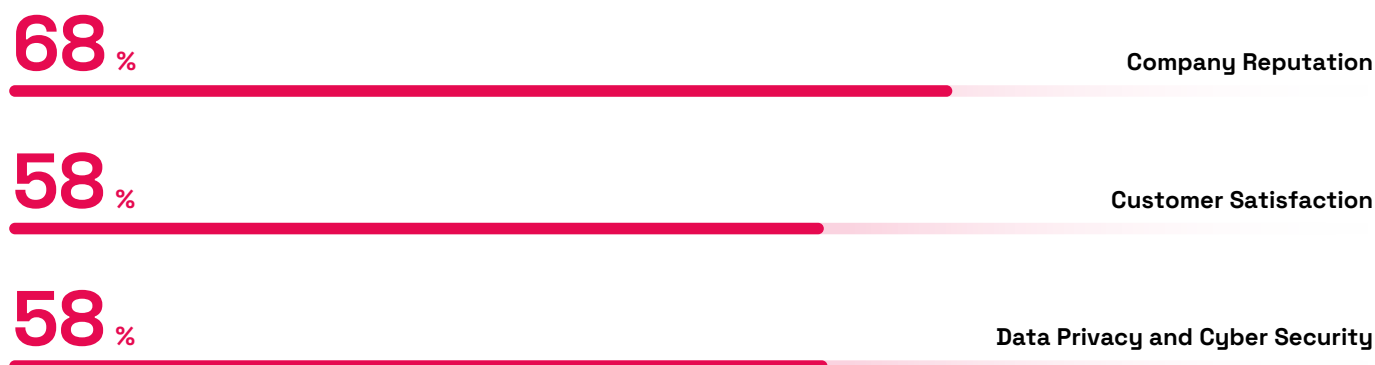
1. Environmental



2. Social



3. Governance

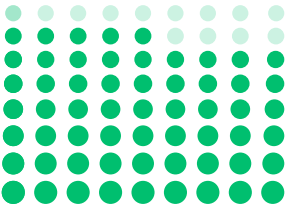


ESG REPORT (Continued)

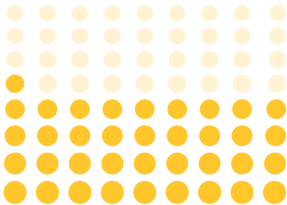
For the year 2024

OUR IMPACT

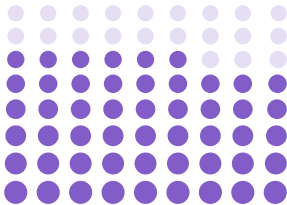
1. Environmental



↑ **3,011.41** TCO2e
emissions generated

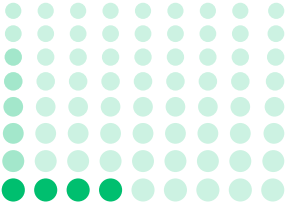


↓ **37.2** kgs
kgs of paper waste

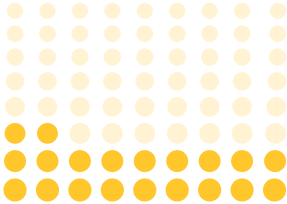


↑ **9,278** m³
of water consumed

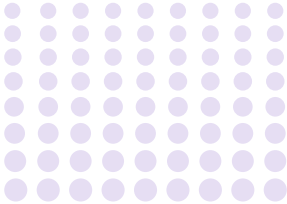
3. Social



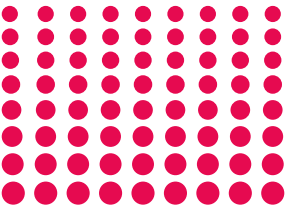
4
Board Committees



30 %
Independent directors



0
cyber security or data
breaches



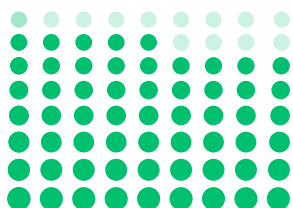
100 %
employees trained on anti
corruption

ESG REPORT (Continued)

For the year 2024

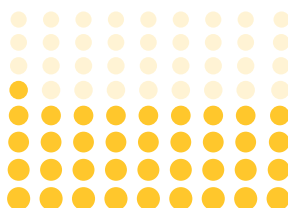
OUR IMPACT (CONTINUED)

2. Social



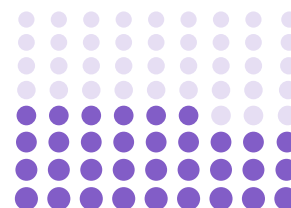
↓ **12 %**

representation of women



↑ **74 %**

Bahrainization



↓ **395** hours

spent on Training

↓ YoY increase ↑ YoY decline



ESG REPORT (Continued)

For the year 2024

OUR PLANET

Our planet is facing unprecedented changes—rising temperatures, shifting weather patterns, and a host of environmental crises that threaten the health of our ecosystems and communities worldwide. As these challenges escalate, the need for action is clear. Businesses, industries, and individuals must come together to adopt sustainable practices and reduce their environmental footprint.

The parking and infrastructure sector, like many industries, has a significant environmental impact. From energy consumption used in lighting, ventilation, and daily operations, to the fuel consumption of vehicles visiting parking facilities, the sector contributes notably to GHG emissions. Monitoring and managing this footprint is no longer optional—it is essential for mitigating environmental harm. Efficient energy use, waste reduction, and resource management are critical in lowering emissions and supporting a cleaner, more sustainable future. We recognize our responsibility in shaping the environmental landscape, and we are committed to minimizing the environmental impact of our operations.

At Amakin, we understand the urgency of climate change and fully recognize Bahrain’s commitment to achieving net-zero emissions by 2060, with an interim target of reducing emissions by 30% by 2035. This commitment is part of Bahrain’s broader national effort, guided by the Economic Vision 2030, which envisions a balanced, sustainable approach to economic growth. The vision emphasizes the importance of efficient resource management, sustainable practices, and the crucial role businesses must play in supporting the national goals.

As a leading parking services provider in Bahrain, we are committed to supporting these national objectives. By closely monitoring and managing our resource consumption whether it’s electricity, fuel, water, or the greenhouse gas emissions associated with our operations we are taking proactive steps to reduce our environmental impact. Our sustainability efforts include the introduction of electric vehicle charging stations for our customers, alongside regular reporting on key sustainability metrics. These actions align with Bahrain’s net-zero target and lay the foundation for future initiatives aimed at further reducing our carbon footprint. We aim to adopt innovative solutions to help Bahrain achieve its long-term environmental goals and setting a positive example within the industry.

Key ESG Actions (2024)

Introducing Electric Vehicle Charging Stations	ESG Policy and Disclosure
We have introduced two electric vehicle charging stations for our customers, taking a step toward sustainable mobility solutions.	We have established a comprehensive ESG policy that ensures regular reporting of sustainability metrics and evaluation of suitable energy reduction initiatives. This policy supports our ongoing efforts to drive responsible consumption and contribute to the broader goals of environmental preservation

Highlights (For the year 2024)

	2024
Water Consumption	9,278 m³
Energy Consumption	15,555 GJ

ESG REPORT (Continued)

For the year 2024

ENVIRONMENTAL IMPACT

Energy Consumption

At Amakin, we recognize the significant environmental impact of our energy consumption, which is primarily driven by fuel (petrol) and electricity to power our parking infrastructure and support daily operations. Efficiently managing our energy demand is not just a priority, it is central to our sustainability commitment. We actively monitor our electricity usage, including the energy consumption of our EV charging stations and the overall needs of our facilities. This enables us to identify consumption patterns, uncover inefficiencies, and take decisive actions to reduce our environmental footprint.

Our electricity consumption is mainly driven by daily office operations, while fuel consumption is predominantly linked to our business travel fleet, which relies on gasoline. Currently, all our energy needs are sourced from non-renewable resources, including electricity supplied by the Electricity and Water Authority (EWA). At Amakin, we understand the importance of shifting towards more sustainable energy practices and are actively exploring ways to reduce our reliance on non-renewable sources, paving the way for a greener, more energy-efficient future.

Disclosure E.2: Energy Consumption

Energy Consumption	2022	2023	2024
Direct Energy Consumption			
Petrol Consumption (L)	63.93	69.46	99.47
Direct Energy Consumption (GJ)	2.24	2.44	3.49
Indirect Energy Consumption			
Electricity Consumption (kWh)	4,257,240	4,294,320	4,296,640
Electricity Consumption (GJ)	15,326.06	15,459.5	15,467.90
Total Energy Consumption (GJ)	15,328.31	15,461.99	15,471.39

Energy Intensity

Energy intensity provides a comprehensive view of how efficiently energy is being used relative to the scale of our operations. By tracking our energy intensity, we aim to ensure that our energy usage aligns with our operational growth, while also identifying opportunities to minimize energy waste and reduce our environmental impact. Over the past year, we have achieved a 7% reduction in energy intensity per revenue, primarily driven by the optimization of our operational processes.

Disclosure E.3: Energy Intensity

Energy Intensity	2022	2023	2024
Energy Intensity (GJ per '000 BHD)	5.55	4.52	4.19

CBB ESG Reporting Guidelines

E.2. Energy Consumption
E.3. Energy Intensity
E.4. Energy Mix
E.5. GHG Emissions

E.6. Emissions Intensity
E.7. Climate Risk Mitigation
E.8. Water Usage
E.9. Waste Generation

UN SDGs



ESG REPORT (Continued)

For the year 2024

Energy Mix

Our energy mix includes petrol and electricity, with electricity sourced from the Electricity & Water Authority (EWA). Currently, our energy consumption does not incorporate any renewable energy sources.

Disclosure E.4: Energy Mix

Energy Mix	2022	2023	2024
Fuel (Petrol)	0.01%	0.02%	0.02%
Electricity	99.99%	99.98%	99.98%
Renewable			Non-Renewable
0 %			100% (15,555.10 GJ)

Greenhouse Gas Emissions

In response to Bahrain's commitment to achieving net-zero emissions by 2060 and the growing global urgency to address climate change, monitoring and managing our carbon emissions has become a critical priority. At Amakin, we adopt an operational control approach for carbon footprint reporting, encompassing 100% of emissions from activities within our operational control in Bahrain. This ensures that our efforts are fully aligned with the Kingdom's sustainability goals while promoting transparency, responsibility, and effective environmental management.

Scope 1 emissions cover direct GHG emissions from sources owned or controlled by Amakin, such as fuel consumption. Scope 2 emissions refer to indirect emissions from the generation of purchased electricity from EWA and scope 3 covers business travel.

In 2024, Amakin's total carbon emissions amounted to 3,011.41 metric tons of CO₂ equivalent (MTCO₂e). Of this total, Scope 1 (fuel consumption) accounted for just 0.01%, Scope 2 (electricity) contributed 99.59%, and Scope 3 (business travel) represented 0.40%. Majority of our emissions stem from Scope 2, reflecting our reliance on purchased electricity. Our GHG emissions are calculated in line with the GHG Protocol, using emission factors sourced from the International Energy Agency (IEA) 2024 factors. Moving forward, we are committed to refining our sustainability strategies, optimizing our energy usage, and reducing our carbon footprint in line with national and global climate targets.

Disclosure E.5: GHG Emissions

GHG Emissions ((mtCO ₂ -eq)*)	2022	2023	2024
Scope 1 Emissions	0.15	0.16	0.23
Scope 2 Emissions	2,971.55	2,997.44	2,999.05
Scope 3 Emissions	-	-	12.13
Total Emissions	2,971.70	2,997.60	3,011.41

CBB ESG Reporting Guidelines

E.2. Energy Consumption
E.3. Energy Intensity
E.4. Energy Mix
E.5. GHG Emissions

E.6. Emissions Intensity
E.7. Climate Risk Mitigation
E.8. Water Usage
E.9. Waste Generation

UN SDGs



ESG REPORT (Continued)

For the year 2024

Emission Intensity

Emissions Intensity is calculated using our total emissions relative to the size of our workforce. Emissions intensity enables standardization and comparability of GHG emissions across peers and other comparators. In 2023, we achieved a 41.7% reduction in emissions intensity, reflecting the effectiveness of our sustainability initiatives and operational improvements. However, in 2024, we observed a 10.2% increase in intensity compared to the previous year.

This increase can be attributed to factors such as higher energy demands driven by our growth and operational changes, as well as our continued reliance on purchased electricity, which remains the primary contributor to our emissions.

Disclosure E.6: Emission Intensity

Emissions Intensity (mtCO ₂ -eq/ FTE)	2022	2023	2024
Total Emissions	2,971.70	2,997.60	3,011.41
Total FTEs	60	104	95
Emissions Intensity	49.53	28.82	31.70

Climate Risk Mitigation

Disclosure E.7: Climate Risk Mitigation

As part of our strategy, we have not yet assessed any climate-related risks, including physical and transition risks. However, during the reporting period, we made investments in two electric vehicle charging stations as part of our commitment to sustainability and supporting the Kingdom of Bahrain's target to achieve Net Zero emissions by 2060.

Water Usage

As the risk of water scarcity increases on a global scale, it is imperative for us to regularly track water consumption and adopt proactive measures in water resource management. We utilize water primarily for cleaning and maintaining our facilities, including washing parking surfaces, cleaning the interiors of parking structures and day to day operations.

In 2023, our consumption intensity saw a reduction of 42%, reflecting the success of efficient resource management. However, in 2024, we observed a 10% rise in intensity compared to the previous year. Overall, there has been no significant increase or decrease in total water usage, indicating that Amakin is successfully maintaining efficient water management practices. This steady performance suggests that while we continue to grow and operate our facilities, we are effectively managing water consumption without compromising on operational efficiency.

Disclosure E.8: Water Usage

Water Usage (m ³)	2022	2023	2024
Water Consumed	9,281	9,264	9,278
Water Withdrawal	9,281	9,264	9,278
Water Recycled	0	0	0
Water Intensity (m ³ per FTE)	154.68	89.08	97.66

CBB ESG Reporting Guidelines

E.2. Energy Consumption
E.3. Energy Intensity
E.4. Energy Mix
E.5. GHG Emissions

E.6. Emissions Intensity
E.7. Climate Risk Mitigation
E.8. Water Usage
E.9. Waste Generation

UN SDGs



ESG REPORT (Continued)

For the year 2024

Waste Generation

Monitoring waste generation and implementing effective waste management practices are essential for environmental preservation and maintaining Bahrain’s ecosystems. The waste we generate primarily consists of non-hazardous materials such as paper, plastic, and food waste. Currently, we focus on tracking paper waste, as it represents a larger volume compared to other types. We do not produce any hazardous waste.

To manage waste effectively, we segregate different waste types into designated bins at our office facilities, ensuring proper disposal through local waste collection agencies. In our commitment to reducing environmental impact, we have made significant strides in adopting paperless solutions across most of our operations. As a result, we have achieved a remarkable reduction in paper consumption, dropping from 254.26 kgs in 2022 to just 37.2 kgs in 2024—a significant 85.4% decrease.

Disclosure E.9: Waste Generation

Waste Generation (kgs)	2022	2023	2024
Non-Hazardous Waste	254.26	62.37	37.20
Hazardous Waste	0	0	0
Total Waste	254.26	62.37	37.20

CBB ESG Reporting Guidelines

- E.2. Energy Consumption
E.3. Energy Intensity
E.4. Energy Mix
E.5. GHG Emissions
- E.6. Emissions Intensity
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E.9. Waste Generation

UN SDGs



ESG REPORT (Continued)

For the year 2024

OUR PEOPLE

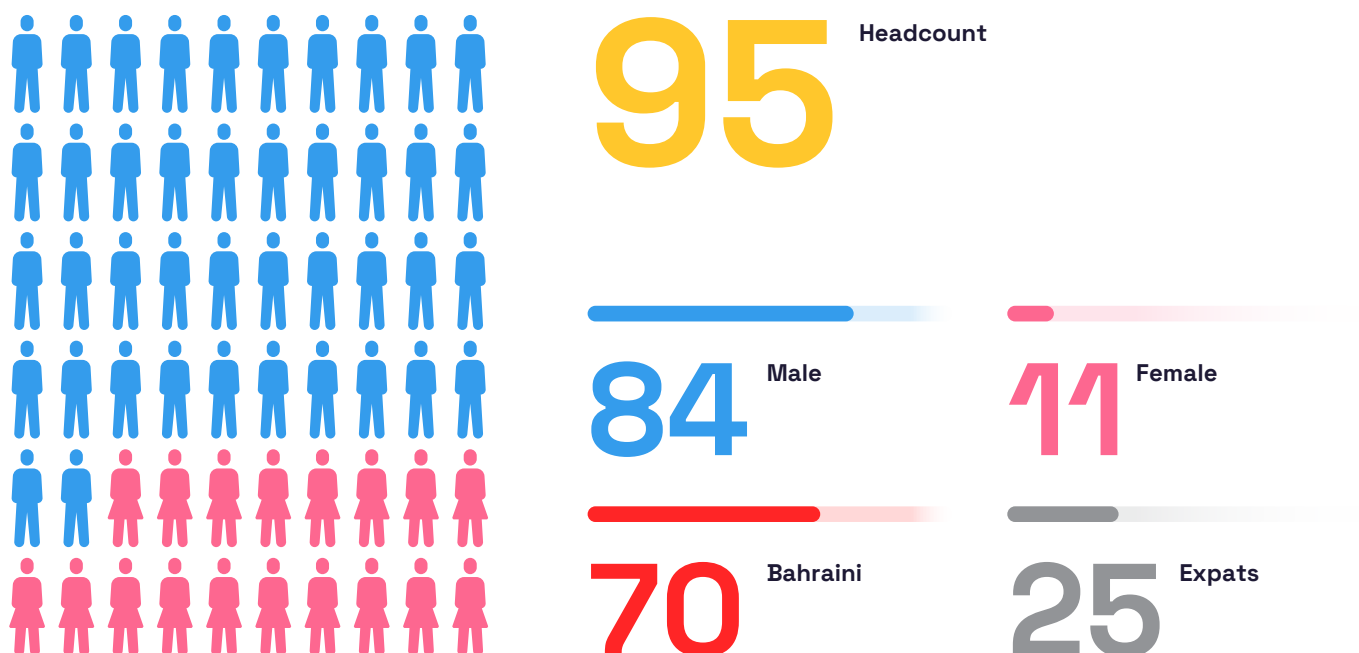
At Amakin, we believe that our success is rooted in the well-being and growth of our employees. We take pride in our people-centric policies, which are crafted to attract, nurture, and retain top talent in the industry and to support a positive and inclusive work environment.

At Amakin, our people practices are centered around four key pillars: hiring the right talent, Bahrainization, women empowerment, and people well-being. These pillars guide our approach to creating a workplace that fosters growth, inclusivity, and a sense of belonging for all employees. We believe that by focusing on these areas, we can build a strong, diverse, and sustainable workforce that drives the success of our organization and contributes to the community.

Our recruitment process is built on the principle of hiring individuals who not only possess the right skills but also align with Amakin's core values and culture. We focus on selecting individuals who resonate with our mission, ensuring that they bring passion, creativity, and innovation to the table. The selection is based solely on merit, ensuring that all candidates are considered fairly and equitably, regardless of race, caste, gender, or any other social and economic characteristics. Upon joining our organization, employees receive comprehensive training and development opportunities to support their roles. Our onboarding process is designed to equip new hires with the skills and knowledge needed to perform their job efficiently, while also fostering a sense of belonging within the organization.

In addition to professional growth, we offer a range of benefits that ensure adequate well-being and support for our employees. These benefits include competitive salaries, healthcare support, flexible working hours, and employee engagement initiatives that focus on work-life balance. We believe that by providing a supportive environment, our employees are better positioned to thrive, contributing to both their personal success and the overall growth of the company.

Workforce Diversity



Workforce Nationalization

74% Bahraini nationals in our workforce

Training and Development

395 hours spent on training

Workplace Health and Safety

0 Fatality

0 Injury

ESG REPORT (Continued)

For the year 2024

SOCIAL & COMMUNITY IMPACT

Workforce Composition

At Amakin, we take pride in the representation of diverse nationalities, socio-economic backgrounds, genders, and unique abilities within our workforce. As part of our commitment to promoting a diverse and inclusive workforce, we regularly disclose detailed information about the composition of our team, including gender, age group, and nationality.

The workforce consists of 95 employees in total, with the majority being male (84 employees, or 88.4%) and female employees representing 11.6% of the total. There are no part-time employees.

The age distribution of the workforce reveals that the majority of employees fall within the 30-50 age group. This suggests a mature and experienced team, likely bringing a wealth of knowledge, skills, and stability to the organization. The concentration of employees in this age range also reflects a balance between youthful energy and seasoned expertise, which can contribute to a dynamic and productive work environment.

Disclosure S.1: Total Workforce Composition

Workforce	2022	2023	2024
Total Employees			
By Gender	60	104	95
Male	55	91	84
Female			
By Age	5	13	11
Age 18 - 29	14	44	41
Age 30 - 50	43	58	52
Age 51+	3	2	2
By Employment type			
Full-Time	60	104	95
Part-Time	0	0	0
Intern	5	6	6

Child & Forced Labor

At Amakin, we are fully committed to preventing any form of child labor or forced labor across all areas of our operations, both directly and indirectly. While we do not have a standalone policy dedicated specifically to child and forced labor, our Human Resources Policy and Code of Conduct are fully aligned and comply with the principles outlined in Bahrain’s Labor Law. These policies ensure that all our business practices are rooted in respect for human rights, emphasizing the importance of fair and ethical treatment for every individual involved in our operations. Through this, we continue to uphold the highest standards of integrity and social responsibility in our workforce.

CBB ESG Reporting Guidelines

- S.1. Total Workforce by gender, age-group and employment type
- S.2. Child & Forced Labor

- S.3. Employee Turnover
- S.4. Gender Pay Ratio
- S.5. Health & Safety
- S.6. Non-Discrimination
- S.7. Nationalization

- S.8. Community Investments
- S.9. Human Rights
- S.10. Management Composition/ Diversity
- S.11. Development & Training

UN SDGs



ESG REPORT (Continued)

For the year 2024

Workforce Composition

We closely monitor turnover across all employee categories, with detailed categorization by gender and age group to ensure a comprehensive understanding of our workforce dynamics. Over the past period, we have seen a notable 27% decrease to overall employee turnover. This positive trend is largely attributed to our people-focused policies and initiatives, which prioritize employee well-being, career development, and work-life balance. Our commitment to fostering a supportive and inclusive environment has not only helped reduce turnover but also contributed to higher employee satisfaction and retention across all levels and demographics.

Disclosure S.3: Employee Turnover Ratio

Employee Turnover	2022	2023	2024
Total Turnover	13	22	16
By Gender			
Male	5	21	14
Female	8	1	2
By Age			
Under 30 years	2	6	7
30 – 50 years	10	16	9
Over 50 years	1	0	0

Gender Pay Ratio

Monitoring gender pay parity is not just a reflection of our commitment to fairness within Amakin, but also a vital step towards fostering an inclusive and equitable culture. At Amakin, we actively measure the Gender Pay Ratio as a key metric to ensure we are upholding gender parity within our organization. The Gender Pay Ratio is calculated by comparing the median total compensation for women to the median total compensation for men. This data allows us to identify and address any potential disparities in compensation and incentive structures.

Our commitment to gender parity is evident in the progress we have made over time. In 2022, the ratio stood at 2.0, indicating a noticeable disparity. However, we have seen a positive and consistent decrease, with the ratio improving to 1.68 in 2024. This ongoing reduction signals our continued efforts to ensure more equitable compensation across genders. While we are proud of the progress made, we recognize that this is an ongoing journey. We remain dedicated to further improving gender pay parity, striving to create an environment where all employees, regardless of gender, feel valued and fairly rewarded for their work.

Disclosure S.4: Gender Pay Ratio

Gender Pay Ratio	2022	2023	2024
The ratio of median compensation of women to the median compensation of men	2.00	1.83	1.68

CBB ESG Reporting Guidelines

S.1. Total Workforce by gender, age-group and employment type
S.2. Child & Forced Labor

S.3. Employee Turnover

S.4. Gender Pay Ratio
S.5. Health & Safety
S.6. Non-Discrimination
S.7. Nationalization

S.8. Community Investments

S.9. Human Rights
S.10. Management Composition/ Diversity
S.11. Development & Training

UN SDGs



ESG REPORT (Continued)

For the year 2024

Health & Safety

At Amakin, while we operate in a non-labor-intensive industry, we are deeply committed to ensuring a safe and healthy workplace for all our employees. Recognizing the importance of workplace safety, we have developed a comprehensive Health and Safety Policy that encompasses critical areas such as first aid, accident management, fire drills, fire protection, safe handling of cleaning materials, and the identification of high-risk areas. This policy is regularly reviewed and updated to ensure it remains in line with the latest industry best practices and prioritizes the well-being of both our employees and visitors.

In line with our commitment to maintaining a safe work environment, we have implemented a rigorous training program within our Operations Department. In 2024, more than 40 employees participated in health and safety training, ensuring our team is well-equipped with the latest safety protocols and procedures. To reinforce our efforts, these training sessions are complemented by regular safety seminars, and we conduct biannual safety training. Additionally, specialized programs such as NEBOSH training are offered annually to further enhance our team’s safety awareness and capabilities. These proactive initiatives have been integral in maintaining an accident-free workspace across all operations. Our strong safety culture has not only ensured the well-being of our employees but has also contributed to reduced absenteeism and lower employee turnover rates. By consistently fostering a safer, healthier work environment, we reinforce our commitment to our employees’ physical and mental well-being, making Amakin a safer place to work and a more productive organization overall.

Disclosure S.5: Health & Safety

Health & Safety	2022	2023	2024
Number of injuries and fatalities	0	0	0
Lost days due to work injury	0	0	0

Non-Discrimination

Disclosure S.6: Non-Discrimination

At Amakin, we are committed to fostering an inclusive and respectful work environment for all job applicants and employees. Our zero-tolerance policy for discrimination, harassment, violence, or bullying, as outlined in our Code of Conduct, ensures that all individuals are treated equally, regardless of race, religion, color, nationality, gender, marital status, disability, or any other characteristic protected by law. In addition, we fully comply with the Bahrain Labor Law, which serves as the legal compass for our Non-discrimination and Anti-harassment procedures.

In the event of any employee behavior that violates this policy, we ensure prompt investigations and resolution, maintaining a culture of respect within the workplace. During FY 2024, we are proud to report that no instances of workplace discrimination or harassment were reported.

CBB ESG Reporting Guidelines

- S.1. Total Workforce by gender, age-group and employment type
- S.2. Child & Forced Labor

- S.3. Employee Turnover
- S.4. Gender Pay Ratio
- S.5. Health & Safety
- S.6. Non-Discrimination
- S.7. Nationalization

- S.8. Community Investments
- S.9. Human Rights
- S.10. Management Composition/ Diversity
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UN SDGs



ESG REPORT (Continued)

For the year 2024

Nationalization

Workforce nationalization is a crucial element of sustainable development, especially in the region, where local employment and skill development play a key role in economic diversification. In alignment with the Kingdom's nationalization policy, we have introduced a range of initiatives to support the growth and integration of local talent, ensuring we contribute to the development of Bahrain's workforce while reinforcing our commitment to sustainable economic progress. These initiatives include prioritizing local candidates during recruitment, celebrating all cultural and religious festivals, providing leaves for pilgrimage, and other supportive measures. We have also implemented a Workforce Nationalization Policy that outlines the specific steps and practices we have put in place to foster the development and success of our local employees.

In 2024, Bahrain nationals made up 74% of our workforce, marking an increase from 72% in 2023 and 59% in 2022. This growth is a testament to our ongoing efforts to empower the local community and contribute to Bahrain's economic development.

Disclosure S.7: Nationalization

Bahrainization	2022	2023	2024
Total employees	60	104	95
Nationals among total employees	35	75	70
Non – Bahrain Nationals	25	29	25

Human Rights

Disclosure S.9: Human Rights

Fostering a respectful and inclusive environment is important as we interact with a diverse workforce. We strongly believe that every individual, regardless of race, gender, nationality, or other factors, should be treated with dignity and fairness, contributing to a positive organizational culture. We recognize that while our business is not labor-intensive or exposed to high-risk processes, the importance of ethical practices and respect for human rights remains paramount.

While we do not have a standalone human rights policy, our Code of Conduct and internal procedures are aligned with Bahrain's Labor Law, and the standards set by the International Labor Organization (ILO) and the Central Bank of Bahrain (CBB). This includes compliance with provisions related to working hours, health and safety, wages, and the prohibition of forced and child labor as outlined in the Labor Law.

Our Human Resources Policy ensures non-discriminatory practices and provides clear grievance redressal mechanisms for employees to report any concerns or violations of their rights. Currently, our policies focus on internal practices, but we are working toward expanding these considerations to our suppliers and vendors as we continue to grow. These policies are regularly reviewed and updated by the Board. Matters related to non-discrimination are managed by our Human Resources department, which is committed to maintaining a workplace that is respectful of all employee rights.

CBB ESG Reporting Guidelines

S.1. Total Workforce by gender, age-group and employment type
S.2. Child & Forced Labor

S.3. Employee Turnover

S.4. Gender Pay Ratio

S.5. Health & Safety

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S.10. Management Composition/ Diversity

S.11. Development & Training

UN SDGs



ESG REPORT (Continued)

For the year 2024

Management Composition/ Diversity

Management composition and diversity refers to distribution of Amakin's workforce by seniority and gender. Most employees are at the entry level, which experienced a 77.8% growth in 2023, followed by a 9.4% decrease in 2024. Employees at Mid-level remained minimal, with only one employee in both 2023 and 2024. Similarly, employees at senior level remained stable, with seven employees each in 2023 and 2024.

Overall, while male representation has seen fluctuations, particularly at the entry level, female representation has shown a positive trend, especially at the mid and senior levels, albeit from a low base.

Disclosure S.10: Management Composition/ Diversity

Management Composition/ Diversity	2022	2023	2024
Total Employees	60	104	95
Entry Level	54	96	87
Male	49	83	78
Female	05	13	09
Mid Level	0	1	1
Male	0	0	0
Female	0	1	1
Senior Level	6	7	7
Male	6	6	6
Female	0	1	1

Development & Training

At Amakin, we recognize that the continuous improvement of knowledge and skills is vital to develop a highly skilled and adaptable workforce capable of effectively tackling real-world challenges and risks. Our focused learning and development initiatives foster a culture of continuous education, empowering employees with the tools to swiftly adjust and contribute to our mission of creating a seamless parking infrastructure ecosystem.

Upon joining our organization, every employee undergoes a comprehensive induction program that introduces them to Amakin's Code of Conduct and core values. This induction also includes a thorough overview of all our company policies. Following the foundational training, employees participate in role-specific training sessions that cover critical areas such as professional development, health and safety, risk management, anti-money laundering (AML), cybersecurity, and data protection. This approach ensures that every team member is fully equipped to excel in their role and contribute to our continued success.

In addition to mandatory training programs, Amakin offers a diverse range of learning opportunities to enhance employee skills across various areas. These include leadership development (High Impact Leadership), professional communication (Effective Email Writing), emotional intelligence, team building, and project management fundamentals. We also provide specialized training in IT service management (ITIL 4 Foundation), health and safety (NEBOSH Health and Safety, IOSH Working Safely), product management, and financial reporting (IFRS Training). Further, employees can access programs focused on digital skills such as social media marketing, MS Excel, and artificial intelligence integration in strategy planning. Other key areas include customer service excellence, corporate governance, employee engagement, and workplace safety. These programs ensure that our team stays equipped with the knowledge and expertise to excel in their roles and contribute to the organization's success.

CBB ESG Reporting Guidelines

S.1. Total Workforce by gender, age-group and employment type
S.2. Child & Forced Labor

S.3. Employee Turnover

S.4. Gender Pay Ratio

S.5. Health & Safety

S.6. Non-Discrimination

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S.9. Human Rights

S.10. Management Composition/ Diversity

S.11. Development & Training

UN SDGs



ESG REPORT (Continued)

For the year 2024

Development & Training (CONTINUED)

Thematic Focus Areas		
Thematic Focus Areas	Strategy Planning & AI	Health and Safety
Information Technology	IFRS	Leadership

Disclosure S.11: Development & Training

Management Composition/ Diversity	2023	2024
Average Training Hours (per Employee)	6	4
Male Employee	6	3
Female Employee	11	14

Community Investments

At Amakin, we understand the role communities play in our lives, and we remain dedicated to initiatives that empower local talent and drive progress within our communities. By investing in our community, we not only contribute to the overall well-being of society but also create a positive and sustainable impact on future generations. During the reporting period, we have implemented a variety of initiatives across several sectors, showcasing our commitment to community welfare, education, healthcare, and environmental sustainability. Notable environmental projects like the National Initiative of Agricultural Development (NIAD) and Cutoff/Offcut initiatives focus on waste reduction and sustainable resource management. In education and youth development, we have partnered with Injaz Bahrain to establish the Academic Hub, created internship programs, and supported the University of Bahrain with computer labs and smart screens. Additionally, we have contributed to rehabilitative programs for correctional facilities by setting up computer labs and carpentry workshops.

Disclosure S.8: Community Investments

Community Investments	2023	2024
Amount Invested (BHD)	82,000	40,000
Amount invested as percentage of revenue	2%	1%

CBB ESG Reporting Guidelines

S.1. Total Workforce by gender, age-group and employment type
S.2. Child & Forced Labor

S.3. Employee Turnover
S.4. Gender Pay Ratio
S.5. Health & Safety
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ESG REPORT (Continued)

For the year 2024

Social Initiatives

1. [Academic Hub for Youth](#)

In collaboration with Injaz Bahrain, we have launched the Academic Hub to support youth empowerment by offering educational resources, mentorship, and skill-building opportunities. This initiative bridges the gap between academic learning and the professional world, providing young people with the chance to develop practical skills and gain real-world experience that will prepare them for future careers.

2. [Computer Labs and Carpentry](#)

In line with our commitment to rehabilitative and educational initiatives, we have supported the establishment of computer labs and carpentry workshops within correctional facilities. These programs provide inmates with vital skills that aid in their successful reentry into society. By promoting personal development and improving employability, our efforts aim to create pathways for new opportunities, helping individuals to build a more promising future. Additionally, we have contributed to the educational progress of the University of Bahrain by supplying computer labs and smart screens for the Engineering College.

3. [Supporting Healthcare](#)

As part of our ongoing commitment to improving healthcare services, we have made significant contributions to government hospitals to support both patient care and staff well-being. We have donated air conditioning units to enhance comfort in hospital environments and facilitated sleep disorder testing to address a growing concern. These initiatives are aimed at creating a more comfortable and supportive atmosphere, particularly in high-demand hospital settings. By tackling sleep disorders, we also strive to promote overall health and well-being, ensuring that patients receive the best possible care in a conducive environment.

4. [Orphanage Support](#)

As part of our dedication to community development, we focus on supporting orphanages and providing for children without parental care. Through this initiative, we aim to improve the lives of young people in vulnerable situations by offering essential resources, care, and opportunities for growth. Our efforts are centered around creating a nurturing environment where these children can thrive and build a brighter future.

5. [Internship Program](#)

As part of our ongoing commitment to youth development and education, we have launched an internship program to provide students with valuable, real-world work experience. This initiative is designed to help young individuals gain practical insights across various areas of our operations, foster their professional growth, and equip them with the skills necessary for a successful career.

6. [Breast Cancer Awareness Campaign](#)

As part of our health and wellness efforts, we organized a Breast Cancer Awareness Campaign for our staff and tenants in the Amakin building. The campaign focused on educating participants about breast cancer prevention, early detection, and treatment options. By providing essential resources and support, we encouraged everyone to take proactive steps in safeguarding their health.

7. [Charity and Community Engagement](#)

In collaboration with the Ministry of Social Affairs, we organized a Charity Bazaar to raise funds for charitable causes. The event brought together local vendors, community organizations, and the public, offering a wonderful opportunity to support those in need. It also helped foster a strong sense of community and collective responsibility, reinforcing our commitment to strengthening our local community.

ESG REPORT (Continued)

For the year 2024

Social Initiatives (CONTINUED)

8. National Integrated Agricultural Development

We participated in the national afforestation campaign under the slogan "Stay Green," in collaboration with the National Initiative for Agricultural Development. This initiative aligns with the Kingdom of Bahrain's strategy to expand green spaces and enhance the environmental landscape. Through coordinated efforts between the public and private sectors, the campaign focuses on executing afforestation projects that not only contribute to the Kingdom's sustainability goals but also help preserve the cultural and aesthetic value of the Kingdom.

Amakin's involvement in this campaign highlights the importance of agriculture as a historical legacy in Bahrain and emphasizes the need to protect and develop the agricultural sector. By supporting the afforestation efforts, we aim to maintain a healthy balance between agricultural and urban lands, ensuring the long-term vitality of both. This contribution reflects our belief in the critical role that green spaces play in fostering a healthier environment for the population, underscoring our commitment to sustainability and the well-being of future generations.

9. Cutoff/ Offcut Project

The Cutoff/Offcut program offers an exceptional opportunity for students from MIT, Harvard, and local institutions in Bahrain to collaborate on innovative industrial processes in Bahrain. Over the course of the program, participants engage in hands-on experiments with architectural and industrial fabrication, focusing on sustainable material use. In response to the growing climate crisis, the program emphasizes the reduction of embodied carbon emissions by shifting from virgin materials to using irregular waste and offcuts.

The program also includes a public lecture series, attracting over 40 attendees per session, featuring leading voices from the region on topics related to sustainability and material innovation. Additionally, the program partnered with the Ministry of Youth to engage the local community through workshops and lectures, fostering dialogue and knowledge-sharing. A highlight of the two-week immersive experience was exploring the recyclability of metals within the context of Bahrain's prominent aluminum industry.

Participants, including high school and university students, not only gained practical insights into material fabrication but also had the opportunity to connect with program leaders for guidance on applying to graduate programs at prestigious institutions such as MIT and Harvard.

ESG REPORT (Continued)

For the year 2024

OUR GOVERNANCE

Our corporate governance framework is central to shaping our business strategies, ensuring financial accountability, and fostering ethical conduct. At Amakin, we place a strong emphasis on upholding fairness and transparency for all stakeholders, ensuring that our operations are always aligned with the highest standards of integrity and responsibility. This framework guides our decision-making processes and reinforces our commitment to long-term, sustainable growth.

At Amakin, we are deeply committed to fostering robust corporate governance practices and we regularly review and refine our governance processes to ensure that we remain aligned with the evolving needs of our business and stakeholders. To guide our actions, we adhere to a set of key pillars that ensure our operations are conducted responsibly and ethically, both internally and externally. These pillars serve as the cornerstone of our corporate culture and are integral to fostering trust with our stakeholders.

Disclosure Table E.1: Environmental Oversight



Board of Directors and Executive Management

Amakin's Board of Directors, with its diverse technical expertise and extensive professional experience, provides strong leadership and strategic direction, ensuring the highest standards of governance across the organization. Sustainability is central to our business strategy, with the Board actively engaging in regular discussions on key sustainability topics such as human capital management (including diversity, equity, and inclusion), and corporate governance policies. The Board closely monitors the progress of these initiatives, while the CEO and senior management team lead day-to-day operations, working together to achieve the objectives set by the Board.



Policies, Procedures and Internal Controls

Our policies, procedures, and internal controls establish a robust operational framework designed to integrate the principles of transparency, integrity, and ethical conduct into every aspect of our daily operations. This comprehensive suite of policies includes the ESG Policy, CSR Policy, Code of Conduct, Whistleblower Policy, Health and Safety Policy, Procurement Policy, Related Party Transactions Policy, Internal Audit Guidelines, and Remuneration Policy, all of which collectively ensure that we uphold the highest standards of accountability and ethical behavior in all our business practices.

ESG REPORT (Continued)

For the year 2024

GOVERNANCE & MANAGEMENT

Corporate Governance & Ethical Business Conduct – Data & Outcomes (1/4)

Board Composition

The Board of Directors plays a crucial role in guiding the Company's strategic direction, leveraging their diverse experience across technical, legal, financial, and sector-specific areas. The Board is also responsible for ensuring strong governance, and addressing financial, investment, and risk-related matters. Additionally, the Board plays an active role in engaging with stakeholders, including investors, regulators, and the management team, to foster open communication. It ensures compliance with relevant laws and regulations while delegating operational responsibilities to senior management as necessary to drive the organization's success. Their collective expertise significantly contributes to our business performance and ensures adherence to the highest ethical standards in all our operations.

The Board consists of 10 members, including one female and nine male members, all serving in non-executive roles to ensure a clear separation between governance and operations. This structure supports effective oversight and decision-making. Three independent members bring valuable external perspectives, while seven non-independent members, closely aligned with the Company's operations and long-term vision, help strengthen the Board's ability to balance internal and external stakeholder interests. The tenure of the board members and disclosures on details of non-compliance with regulations, are available in the Corporate Governance Report.

Disclosure G.1: Board Composition

Board of Directors	2022	2023	2024
Total Members	10	10	10
Executive	0	0	0
Non-Executive	10	10	10
By Independence			
Independent	03	03	03
By Representation			
Elected	3	3	3
Appointed	7	7	7
By Gender			
Male	9	9	9
Female	1	1	1

Board Composition

To further strengthen our governance framework, Amakin has established four key committees: the Executive Committee (EC), Audit and Risk Committee (ARC), Nomination, Remuneration and Corporate Governance Committee (NRCGC), and the Digital Advisory Committee (DAC). Each committee is designed to support the board in fulfilling its oversight and management responsibilities.

- The Executive Committee is responsible for executing the board's strategic and progressive plans, policies, and decisions in alignment with the organization's vision, mission, and values.
- The Nomination, Remuneration, and Corporate Governance Committee is tasked with developing and recommending the framework for nominating board members and selecting executive directors. The committee also periodically reviews the board's size, composition, and organizational structure, as well as the board's induction and evaluation processes. Additionally, it is responsible for developing and reviewing the remuneration policies for both the board of directors and senior management, while ensuring the ongoing enhancement and monitoring of the corporate governance framework.

CBB ESG Reporting Guidelines

- G.1. Board Composition
- G.2. Collective Bargaining
- G.3. Whistleblowing

G.4. Data Privacy

- G.6. Conflict of Interest
- G.7. Supplier Code of Conduct
- G.9. Ethics & Anti-Corruption

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ESG REPORT (Continued)

For the year 2024

GOVERNANCE & MANAGEMENT

Corporate Governance & Ethical Business Conduct – Data & Outcomes (2/4)

Board Committees (Continued)

- The Audit & Risk Committee oversees the financial reporting process, internal control systems, and both external and internal audit activities. It monitors compliance with Company policies, the Code of Conduct, and applicable laws and regulations, while also focusing on risk mitigation efforts.
- The Digital Strategy Committee advises the Board on digital strategies that align with the company’s business objectives. It is responsible for identifying and driving digital opportunities and transformations that contribute to the company’s growth.

Collective Bargaining

At Amakin, we value a work environment built on respect, fairness, and open communication. While we do not have a collective bargaining agreement in place, we fully comply with Bahrain’s labor laws, ensuring that our employees have the right to engage in negotiations with management on issues such as employment conditions, wages, leaves, health and safety standards, leave, benefits, and other business-related considerations. We are committed to providing a platform where employees can express their concerns and discuss any workplace issues without fear of retaliation or discrimination. This approach fosters a culture of mutual respect and trust between the company and its workforce.

Employees covered as part of collective bargaining agreement. Zero (0)

Whistleblowing

Our whistleblowing policy is designed to promote a culture of compliance and integrity, ensuring that our Code of Conduct and Company policies are consistently upheld by all employees. All concerns are raised with the Chairman of the Audit & Risk Committee or, in exceptional cases, with the Chairman of the Board of Directors to ensure swift and appropriate action is taken against unethical conduct in behavior or business. Whistleblowers are fully protected from unfair dismissal or retaliation, and no adverse actions are taken against employees making disclosures in good faith.

All new employees receive an introduction to the whistleblower policy during their induction, and the policy is reviewed annually to keep staff informed of any updates or changes. Over the past three years, nil violations of the whistleblowing policy have been reported.

Disclosure G.3: Whistleblowing

Whistleblowing	2022	2023	2024
Instances Reported Under Whistleblowing Policy	0	0	0

CBB ESG Reporting Guidelines

- G.1. Board Composition
- G.2. Collective Bargaining
- G.3. Whistleblowing

- G.4. Data Privacy
- G.6. Conflict of Interest
- G.7. Supplier Code of Conduct
- G.9. Ethics & Anti-Corruption

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ESG REPORT (Continued)

For the year 2024

GOVERNANCE & MANAGEMENT

Corporate Governance & Ethical Business Conduct – Data & Outcomes (3/4)

Data Privacy and Cyber Security

At Amakin, we are committed to protecting personal data in accordance with applicable data protection laws, including the Personal Data Protection Law (PDPL). We ensure that all employees, contractors, and third parties involved in the processing of personal data adhere to the following key principles:
(Amakin to add hyperlink of the Corporate Governance Report).

- **Fair and Lawful Collection:** Personal data must be collected and used fairly and lawfully, with clear and informed consent obtained from the individual.
- **Accuracy and Relevance:** The personal data we hold must be accurate, relevant, and up to date. We take prompt action to correct or delete any inaccurate or outdated information.
- **Security and Storage:** Personal data must be securely stored and managed in compliance with relevant laws, regulations, and contractual obligations. Adequate safeguards are put in place to prevent unauthorized access or disclosure.

We are dedicated to upholding the highest standards of data protection to ensure the privacy and rights of individuals are always respected.

Disclosure G.4: Data Privacy

Data Privacy and Cyber Security	2022	2023	2024
Number of data security breaches	0	0	0
Number data security breaches involving costumers' personally identifiable information	0	0	0
Percentage of data security breaches involving customers' personally identifiable information	0%	0%	0%
Number of account holders impacted	0	0	0
Percentage of employees who completed privacy and security training	0%	0%	0%

Conflict of Interest

Disclosure G.6: Conflict of Interest

At Amakin, a Conflict of Interest policy has been established to manage potential conflicts involving the members of the Board and related parties. Decisions regarding conflict-of-interest matters are made by the Board or Board Committee, excluding the concerned Director for the specific issue at hand. Directors are required to inform the Board and the Board Secretary of any potential conflicts of interest that may arise during the consideration of a particular matter and, as a result, abstain from voting on that matter. Information related to cross-board memberships and external employment is disclosed as part of the Corporate Governance Report.

CBB ESG Reporting Guidelines

G.1. Board Composition
G.2. Collective Bargaining
G.3. Whistleblowing

G.4. Data Privacy

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ESG REPORT (Continued)

For the year 2024

GOVERNANCE & MANAGEMENT

Corporate Governance & Ethical Business Conduct – Data & Outcomes (4/4)

Supplier Code of Conduct

At Amakin, we deal with more than 42 suppliers across various categories, including but not limited to, construction and maintenance services, technology and equipment suppliers, facility management, and materials and consumables. We regularly engage with our suppliers on periodic basis. While we do not have a standalone Supplier Code of Conduct, we require all suppliers and vendors to adhere to the principles outlined in our Procurement Policy. This policy governs our interactions with suppliers and ensures that all procurement and tendering activities are conducted in alignment with responsible business practices. It sets forth the responsibilities, authorities, and competency guidelines related to the procurement function within Amakin.

As part of this policy, all suppliers, vendors, and service providers must comply with the applicable laws, regulations, and ethical standards that govern Amakin. The User department, in collaboration with the Procurement team, evaluates vendors, suppliers, and service providers before the renewal or expiry of contracts. This evaluation takes into account factors such as performance, timely delivery, adequate quantities, value for money, and adherence to professional standards. Vendors who fail to meet the minimum expectations based on the above criteria are blacklisted and not considered for further transactions for a period of two years.

Disclosure G.7: Supplier Code of Conduct

Procurement Practices	2022	2023	2024
Total Suppliers Engaged	63	50	42
Total Local Suppliers Engaged	50	44	37
% Compliance with The SCoC	90%		

Ethics & Anti-Corruption

Disclosure G.9: Ethics & Anti-Corruption

At Amakin, we address Ethics and Anti-Corruption through our Code of Conduct, which serves as a guiding framework for maintaining the highest standards of professional behavior in full compliance with all relevant laws and regulations. We uphold a strict zero-tolerance policy toward bribery, money laundering, and corruption. This includes any form of improper business advantage, whether through offering or accepting gifts, entertainment, facilitation payments, or other material benefits, whether monetary or non-monetary, for personal or professional gain. In instances where employees receive material gifts, they are required to notify the HR Manager, who will assess the gift's value based on its market price.

All employees undergo anti-corruption and anti-bribery training as part of their induction, with annual refresher courses, to ensure continuous awareness and adherence to these critical policies.

CBB ESG Reporting Guidelines

- G.1. Board Composition
- G.2. Collective Bargaining
- G.3. Whistleblowing

- G.4. Data Privacy
- G.6. Conflict of Interest
- G.7. Supplier Code of Conduct
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ESG REPORT (Continued)

For the year 2024

APPENDIX -CBB ESG KPIS INDEX

The Central Bank of Bahrain's Common Volume Part A – ESG Module includes a list of the recommended ESG KPIs. This ESG index serves as a reference to the sections of this publication where each CBB Recommended ESG KPI is reported. Additionally, it provides references to Bahrain Bourse indicators and outlines the reasons for any omissions, where applicable.

CBB Index – Recommended ESG KPIs

Key Performance Indicator	Reference(s)	Bahrain Bourse Reference	Reason for Omission
Environmental			
E.1. Environmental Oversight	Page 126 (Governance) Disclosure E.1. Environmental Oversight	E8. Environmental Oversight (Management) E9. Environmental Oversight (Board)	N/A
E.2. Energy Consumption	Page 113 (Our Planet– Detailed Disclosures) Energy & Resource Consumption – Data & Outcomes : Disclosure .2. Energy Consumption	E3. Energy Usage	N/A
E.3. Energy Intensity	Page 113 (Our Planet– Detailed Disclosures) Energy & Resource Consumption – Data & Outcomes : Disclosure.3. Energy Intensity	E4. Energy Intensity	N/A
E.4. Energy Mix	Page 114 (Our Planet– Detailed Disclosures) Energy & Resource Consumption – Data & Outcomes : Disclosure E.4. Energy Mix	E5. Energy Mix	N/A
E.5. Green House Gas (GHG) Emissions	Page 114 (Our Planet– Detailed Disclosures) Energy & Resource Consumption – Data & Outcomes : Disclosure E.5. Greenhouse gas emissions	E1. GHG Emissions	N/A
E.6. Emission Intensity	Page 115 (Our Planet– Detailed Disclosures) Energy & Resource Consumption – Data & Outcomes : Disclosure E.5. Greenhouse gas emissions	E2. Emissions Intensity	N/A
E.7. Climate Risk Mitigation	Page 115 (Our Planet– Detailed Disclosures) Energy & Resource Consumption – Data & Outcomes Disclosure E.7. Climate Risk Mitigation	E10. Climate Risk Mitigation	N/A
E.8. Water Usage	Page 115 (Our Planet– Detailed Disclosures) Energy & Resource Consumption – Data & Outcomes : Disclosure E.8. Water Usage	E6. Water Usage	N/A

ESG REPORT (Continued)

For the year 2024

Key Performance Indicator	Reference(s)	Bahrain Bourse Reference	Reason for Omission
Environmental			
E.9. Waste Generation	Page 116 (Our Planet– Detailed Disclosures) Energy & Resource Consumption – Data & Outcomes : Disclosure E.9. Waste Generation	-	N/A
E.10. Emission Target	-	-	Amakin does not have specific policies, commitments, goals/ targets related to GHG emissions. Responsibilities related to Board-level sustainability oversight are disclosed under E.1. Environmental Oversight. Amakin is committed to supporting the national commitment of net-zero carbon emissions by 2060. However, it is not subject to any mandatory country, regional, or industry-level emissions regulations/ targets.
Social			
S.1. Total Workforce by Sex, Age-Group, and Employment Type	Page 118 (Our People – Social & Community Impact) Data & Outcomes : Disclosure S.1. Workforce Composition	S4. Gender Diversity S5. Temporary Worker Ratio	N/A
S.2. Child & Forced Labor	Page 118 (Our People – Social & Community Impact) Data & Outcomes : Disclosure S.2. Child and Forced Labor	S9. Child & Forced Labor	N/A
S.3. Employee Turnover	Page 119 (Our People – Social & Community Impact) Data & Outcomes : Disclosure S.3. Employee Turnover	S3. Employee Turnover	N/A
S.4. Gender Pay Ratio	Page 119 (Our People – Social & Community Impact) Data & Outcomes : Disclosure S.4. Gender Pay Ratio	S2. Gender Pay Ratio	N/A
S.5. Health & Safety	Page 120 (Our People – Social & Community Impact) Data & Outcomes : Disclosure S.5. Health & Safety	S8. Global Health & Safety	N/A
S.6. Non - Discrimination	Page 120 (Our People – Social & Community Impact) Data & Outcomes : Disclosure S.6. Non - Discrimination	S6. Non-Discrimination	N/A

ESG REPORT (Continued)

For the year 2024

Key Performance Indicator	Reference(s)	Bahrain Bourse Reference	Reason for Omission
Social			
S.7. Nationalization	Page 121 (Our People – Social & Community Impact) Data & Outcomes : Disclosure S.7. Nationalization	-	N/A
S.8. Community Investments	Page 123 (Our People – Social & Community Impact) Data & Outcomes : Disclosure S.8. Community Investments	-	N/A
S.9. Human Rights	Page 121 (Our People – Social & Community Impact) Data & Outcomes : Disclosure S.9. Human Rights	S10. Human Rights	N/A
S.10. Management Composition & Diversity	Page 122 (Our People – Social & Community Impact) Data & Outcomes : Disclosure S.10. Management Composition/ Diversity	-	N/A
Governance			
G.1. Board Composition	Page 127 (Our Governance) Data & Outcomes : Disclosure G1. Board Composition	G1. Board Diversity G2. Board Independence	N/A
G.2. Collective Bargaining	Page 128 (Our Governance) Data & Outcomes : Disclosure G2. Collective Bargaining	-	N/A
G.3. Whistleblowing	Page 128 (Our Governance) Data & Outcomes : Disclosure G3. Whistleblowing	-	N/A
G.4. Data Privacy	Page 129 (Our Governance) Data & Outcomes : Disclosure G4. Data Privacy	G6. Data Privacy	N/A
G.5. Disclosure Practices	-	G7. Sustainability Reporting	Currently, Amakin does not disclose its ESG data to any sustainability linked framework or organization. Regular disclosures are provided through this report, which is issued annually.
G.6. Conflict of Interest	Page 129 (Our Governance) Data & Outcomes : Disclosure G6. Conflict of Interest	-	N/A
G.7. Supplier Code of Conduct	Page 130 (Our Governance) Data & Outcomes : Disclosure G7. Supplier Code of Conduct	G4. Supplier Code of Conduct	N/A

ESG REPORT (Continued)

For the year 2024

Key Performance Indicator	Reference(s)	Bahrain Bourse Reference	Reason for Omission
Governance			
G.8. Incentivized Pay	-	G3. Incentivized Pay	Currently, Amakin does not have incentive structures or remuneration plans linked to sustainability objectives or targets.
G.9. Ethics & Anti-Corruption	Page 130 (Our Governance) Data & Outcomes : Disclosure G9. Ethics & Anti- Corruption	G5. Ethics & Anti-Corruption	N/A
G.10. Assurance	-	G9. External Assurance	Currently, Amakin does not undertake external assurance or third-party verification of its ESG disclosures.



ESG Report 2024

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